

**2013 CITY OF SAN JOSE – CEO NEGOTIATIONS
TENTATIVE AGREEMENT**

UNION PROPOSAL #11 – CITY-WIDE LABOR MANAGEMENT COMMITTEE

City Counterproposal:

12.11 City-Wide Labor Management Committee

- 12.11.1 Purpose. To provide regular communication between the Union and the City, to solve workplace issues, to provide training for and support to the departmental labor management committees, and to facilitate positive Union-management relations.
- 12.11.2 Structure. Management shall include up to two representatives from Employee Relations and one representative from Human Resources. Labor shall include two Officers and one Business Agent. Additional representatives may be requested to participate on specific issues. Issues for discussion and the meeting schedule will be mutually agreed upon. Decision-making will be by consensus.
- 12.11.3 Authority. The City-Wide Committee will coordinate and provide training and support to department labor management committees as requested, and shall address city-wide issues. The City-Wide Labor Management Committee is authorized to enter into tentative agreements pending usual authority and/or ratification processes. This process is not designed or intended to address individual grievances, review personnel issues, appeal disciplines, replace the steward system, or appeal decisions of department Labor Management Committees.
- 12.11.4 Release Time. The City will provide up to two (2) hours of paid release time for up to two (2) Union representatives for the purpose of preparing for and attending the City-Wide Labor Management Committee meeting, when such meetings are scheduled.

**This agreement is considered tentative and shall not be considered final or binding until a final agreement on all terms has been reached and both ratified by union members and approved by the City Council.*

FOR THE CITY:

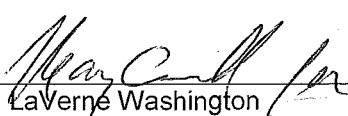


Alex Gurza
Deputy City Manager

5-15-13

Date


FOR THE UNIONS:



LaVerne Washington
President
CEO, AFSMCE Local 101

5/15/13

Date



Charles Allen
Business Agent
AFSCME, Local 101

5/15/13

Date